

December 23, 2015

Marcus Gluth, National President  
Association of Professional  
Flight Attendants  
1004 West Eules Boulevard  
Eules, TX 76040-5018

**RE: JCBA Section 7 – Uniforms (LUS & LAA)**

Dear Marcus:

This letter will confirm our understanding and agreement regarding the required uniform items in Section 7.A. of the AA/APFA Joint Collective Bargaining Agreement (JCBA). The following reflects the changes to the language in the JCBA:

**Section 7.A:**

*A newly employed Flight Attendant will be required to purchase her/his initial set of required uniform items:*

**1. FEMALE – REQUIRED UNIFORM LIST**

- *Blazer (2) (can select 1 Short Sleeve & 1 Long Sleeve Blazer or 2 Long Sleeve Blazers)*
- *Short Sleeve Blazer or Vest (1)*
- *Sweaters (2) (Choice of Button Cardigan and/or Heavyweight Sweater)*
- *Bottoms (4)*
  - *Pants (Classic or Slim)*
  - *Skirts (A-Line or Wrap)*
  - *Dresses (Shirt Dress, Short or Long Sleeve) (Maximum of 2 Dresses)*
- *Blouses (5) (Choice of Long and Short Sleeve)*
- *Serving Garment (2)*
- *Belt (1)*
- *Neckwear/Scarfs (2)*
- *All-Weather Coat (1)*
- *Wool Topper Coat (optional)\*\**
- *Winter Scarf (optional)\*\**
- *Flight Tote Bag (1)*
- *Luggage (1) 22-inch Rollaboard*
- *Wings (2)\**
- *Name Tag (1)*

## 2. MALE – REQUIRED UNIFORM LIST

- Blazer (2)
- Sweaters (2) (Choice of Button Cardigan and/or Heavyweight Sweater)
- Vest (1)
- Pants (4) (Classic Flat Front or Slim Flat Front)
- Shirts (5) (Choice of Long and Short Sleeve Shirts, Classic or Slim Fit)
- Tie (2) (clip-on optional)
- Serving Garment (2)
- Belt (1)
- All-Weather Coat (1)
- Wool Car Coat (optional)\*\*
- Winter Scarf (optional)\*\*
- Flight Tote Bag (1)
- Luggage (1) 22-inch Rollaboard
- Wings (2)\*
- Name Tag (1)

*\*The initial sets of wings required to be worn by a Flight Attendant will be furnished by the Company at no cost. Damaged wings will be replaced by the Company at no cost.*

*\*\*Eligible for replacement in accordance with 7.D.3.b and 7.E.1.*

These changes will become effective with the issuance of the new American Airlines flight attendant uniforms in 2016. It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:



Date 12-23-15

Marcus Gluth, National President  
Association of Professional Flight Attendants

cc: Laurie Lofgren  
Tana Edwards  
Rick Knuth  
Vince Heyer